

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

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**FOR IMMEDIATE RELEASE**  
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**DFEH SETTLES RACIAL DISCRIMINATION INVESTIGATION  
AGAINST LAWRENCE LIVERMORE NATIONAL LABORATORY**

**Sacramento** - The Department of Fair Employment and Housing (DFEH) today announced that it has finalized a Conciliation Agreement with Lawrence Livermore National Laboratory involving an employment discrimination class action investigation. The investigation was begun based on complaints filed by nine Asian-American employees of the Laboratory in December 1999.

Under the agreement's terms, the Laboratory will contract with a Performance Management Expert approved by the Department who will examine the Laboratory's performance and salary management evaluation process for scientists and engineers. Specifically, the expert will look into whether racial stereotypes have been part of promotions, salaries, rankings, and assignments. The expert will prepare guidelines intended to ensure a non-discriminatory program. The Laboratory will confer with the Department regarding the findings of the expert and will implement the expert's recommendations. One year after implementation, the expert will audit the Laboratory's processes to verify whether substantial implementation of the expert's recommendations has been achieved.

DFEH Director Dennis Hayashi praised the Laboratory for its willingness to achieve a settlement. "Lawrence Livermore National Laboratory should be commended for taking steps to seriously reform its employment practices. This Agreement represents a true partnership between DFEH and the Laboratory to ensure that any discrimination against Asian-Americans will be quickly and firmly addressed and resolved," said Director Dennis Hayashi.

DFEH enforces laws prohibiting discrimination in employment, housing, public accommodations, and freedom from hate violence. Protected bases include race, color, religion, sex, sexual orientation, marital status, national origin, ancestry, familial status, source of income, and disability. Further information about DFEH and its services may be obtained by calling 1-800-884-1684 (employment & public accommodation); or 1-800-233-3212 (housing); or by accessing DFEH's website at [www.dfeh.ca.gov](http://www.dfeh.ca.gov).

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